



Faculty Senate 2019–2020

MINUTES: April 1, 2020

Over Zoom due to COVID19 restrictions

6:00-8:00 pm

H. Ferguson, Chair; R. Wells, Recording Secretary

Present: B. Ade-Oshifogun, S. Badenas, K. Bailey, G. Chi, A. Coria-Navia, O. Glanz, H. Ferguson, B. Gibson, T. Goodwin, D. Habenicht, B. Henry-Saturné, J. Lim, P. Lyons, B. Maguad, J. Markovic, R. Orrison, D. Penno, M. Pittman, K. Reiner, D. Taylor, R. Wells, X. Xu

Regrets/absent: C. Gane, K. Hall, G. Doss, C. Stuart, D. Randall, M. Murray, S. Marques, G. Gregorutti

Guests: C. Arthur, L. Carroll (Staff Senate Representative), S. Trecartin, R. Beckermeyer, L. Bidwell, J. Alexander, C. Trynchuk

Votes & Actions taken (numbers [n] represent items on original agenda)

[2] Problem-solving and prioritizing on issues related to the switch to remote teaching

Questions that arose from faculty concerns:

- 1) as we prep possibly remote classes for the fall--is everyone aware of and abiding by intellectual property policy (if classes are able to be offered online, does that make the professor not needed?)
--documentation in working policy...University has the idea of joint ownership with the professor; also professor has first right of revision
- 2) Do we still follow incomplete policy for this semester?
--four options right now: drop class, audit, grade, incomplete--they can convert grade to credit/no credit
--if students need to drop, we need to prepare students for that now
--advisors need to discuss with students; need to talk to as many faculty as possible about this...
--we don't want students to give up with this new option...many students have a misunderstanding
--may need to make a department statement so we are all on the same page
--this will be sent out first thing next week
--may be offered for grad students as well
--chairs need to get all this information out to adjuncts
--is incomplete fee waived for this semester?
--can the criteria be less stringent this semester?
--charts for advisors and students
- 3) some students don't have laptops, can we loan them if they are in Berrien? or other methods of access?
--need to let Dean know
--many also have terrible internet access
- 4) how can we find students who haven't made contact yet?
--pass this on to student success; flag in iVue--if you have tried to reach out and they are not responding
--also let Dean know
- 5) Who is checking in on faculty stress level and mental health?
--link from HR about counseling
--weekly and/or daily check-ins with department
--need to advocate for faculty who may be in hostile or challenging work environments
--provide a buddy system, perhaps
--wellness offering groups
--Zoom meetings like Lunch and learn
--load is not distributed evenly; so way more students with many more problems, and do not have any more student workers
--send an email to ETLC to suggest those you think might need encouragement

- need to be able to respect the privacy of individuals; and Christians are not usually very conducive to mental health care
- Senate chair will send out an email, would feel better coming from a colleague than HR
- need to remind each other to call a colleague
- 6) Furlough of faculty not teaching in the summer?
 - did not sound like that was on the table
- 7) Credit/No Credit proposal decision?
 - coming soon, not yet
- 8) Summer semester online, will the tuition be changed to distance rates?
 - justification for keeping the finances the same...need to pursue virtual labs
 - face to face classes, being taught remotely...not courses designed to be online courses
 - even for summer, this is not online teaching, but remote teaching
- 9) AU has an hours of effort required for credit; since March break was extended, did we modify this?
 - this is an emergency situation; not typical
 - meet outcomes, not credit hours
- 10) Will the ACE package continue for 2020? And if so, will AU still need as many professors?
 - planning to move ahead with new ACE; need to know to sure before next week for advising
 - furloughs are planned to be temporary; but things were already not great before this, so how can we know faculty will not be let go?
 - faculty have had to do so much change in the last month, perhaps we could put off the implementation for this initiative?
 - ACE committee has a plan for all the situations they know of...need an advisor's cheat sheet
 - crisis of advising this year...we do not have that anymore with the loss of Kris Knutson
 - advisor evaluations did not even go out this year; helpful for going up for promotion
 - some advisors will shine here, others will not even though they are amazing in-person advisors
- 11) Course Evaluations
 - some people are going up for promotion, and responses in a crisis will not be the best for faculty development, or promotion/tenure
 - would be helpful if faculty can decide whether to use these evaluations in the future or not
 - will get evaluations glowing to try to help us out, or awful depending on how in crisis they are
 - will not get usable data from course evaluations from this semester
 - should this be an "opt-in" system or an "opt-out" system for evaluations? but needs to be simple, and if not, we decide to do them or not
 - if we all do them, then the Senate can make a clear statement about not using these count for tenure; also employment and adjunct decisions
 - easier to opt-out than opt-in...but needs to be clear who people contact if they do not want their courses run
 - Laura can add about crisis to the letter that accompanies the evaluations sent out afterwards
 - students may want to evaluate

MOTION: Because the Faculty Senate is concerned about the long-term consequences of course evaluations done in a time of crisis, we are requesting that faculty and or departments retain the choice of their use of these evaluations going forward for employment and other decisions. (K. Bailey). Seconded; **VOTE PASSED** (13 yes, 1 No; 1 abstain)

Senate Discussion & Announcements

[1] Worship & Prayer: (H. Ferguson)

The Senate chair shared Bible passages about isolation (Prov 18; 1 Cor 12; Heb 10:25), and how it is not ideal. God plans for us to be connected and together, and this is not part of what God desires for us.

[3] Senate elections and Senate Officer elections

In March, Senate elections were supposed to begin, and self-nomination is normally acceptable for those who wish to be a voice for faculty in the coming years. Senators whose terms end include: D. Taylor, K. Bailey, R. Wells, D. Randall, M. Murray, B. Gibson, B. Magaud, D. Habenicht, A. Coria-Navia, H. Ferguson, B. Ade-Oshifogun, O. Glanz, C. Gane.

Senate Executive proposes to consider officers and Senators in place under emergency situation. Will hold Senate elections in September, and officer elections in October, and Senators will take over immediately. Expiring officers will facilitate the elections in September.

MOTION: To suspend the process for electing new senators and officers as described in the constitution, because of extraordinary circumstances. To elect new Senators in September, who will take over immediately. Officers whose terms are expiring and are not reelected will remain as non-voting members to facilitate election of new officers. (K. Bailey). Seconded; **VOTE PASSED** (15 yes, 0 no, 1 abstain)

[5] Next Senate meeting

BY CONSENSUS: Due to the challenging circumstances and the late time of this meeting, we will move the next Senate meeting to April 22 rather than April 15; if there is little to discuss, we will meet next in May (14 agreed, 1 abstain).

Next Faculty Senate meeting: April 22, 2020; 6:00 pm